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## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

DDS&T  
6E60 Hqs.

EXTENSION

NO.

84-930

DATE

84-894

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S  
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

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Executive Registry

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DDS&T-930-84

12 DEC 1984

MEMORANDUM FOR: Director of Central Intelligence

FROM: R. E. Hineman  
Deputy Director for Science and Technology

SUBJECT: Meeting with DS&T Career Development Course

1. Thank you for agreeing to meet with the members of the DS&T Career Development Course on Wednesday, 19 December 1984, from 1030 to 1100 in the DCI Conference Room.

2. The Career Development Course is conducted by the Directorate of Science and Technology. The class consists of mid-level managers from grades 12 through 15. They are primarily DS&T careerists, although there is at least one officer from each of the other directorates in the course. The purpose of the course is to familiarize its members with the mission and functions of the components of the Intelligence Community, with an emphasis on the functions of the offices in the Directorate of Science and Technology.

3. The opportunity to meet with you and hear your views on the major issues concerning the Agency and the challenges it faces is a most appropriate way to end the 14-week course. Attached for your consideration are some specific topics of interest to members of the class.

4. Attached also is some information on the Career Development Course and the members of the class. If there are any questions or if we can be of any assistance in this matter, please have a member of your staff call [redacted] Course Director, on [redacted]

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R. E. Hineman Original - addressee w/atts

Attachments:

Topics of Interest  
Class Roster  
Class Profile  
Course Objectives  
Program Summary

1 - DDCI w/atts  
1 - ExDir w/atts  
1 - ER w/atts  
1 - DDS&T w/atts  
1 - C/CDS/DS&T w/atts  
1 - DS&T/CDC w/atts  
1 - DS&T Registry w/atts

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This memorandum is CONFIDENTIAL when separated from attachments.

SECRET

Attachment to DDS&T-930-84

TOPICS FOR DISCUSSION DURING MEETING WITH  
DS&T CAREER DEVELOPMENT COURSE

1. What changes in CIA direction and requirements do you anticipate for the next 5-10 years, and what changes in CIA organization might you expect?
2. The Intelligence Community has very serious funding problems for FY-86. Could you elaborate on these problems and set out what actions are being taken to lessen their impact?
3. By the end of the decade the Intelligence Community will have at its disposal new and improved technical collection systems that will increase significantly the amount of information available to analysts. Will the Agency have enough resources to process and analyze all of that information effectively? Are steps being taken to help CIA analysts learn how to task those systems in a way to ensure most effective use of them?
4. Many speakers have discussed (or at least mentioned) the problem of leaks of sensitive information. Some, when questioned by the class, have conceded that most of the most damaging leaks come from the top levels of government. Is there any effort to educate high-level policymakers so that they can "leak" information on conclusions without compromising sources and methods? What can be done to reduce leaks without cutting off analysts from information?
5. Do you feel that the Agency can attract all of the skilled personnel it needs to operate successfully in an increasingly technically oriented world? Are you concerned that the Administration's proposed erosion of federal workers' benefits will have a negative impact on the Agency's ability to retain good officers and attract qualified applicants?
6. Are you concerned about the degree to which the Agency finds itself relying on contractors for the operation of its large technical collection systems? Also, are you concerned by the fact that only a relatively few contractors are developing and operating all of those systems?

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SECRET

7. Are U. S. policymakers satisfied with the quality of the intelligence analysis coming from the Community? Do you see any manipulation of intelligence for partisan political purposes?

8. Do you believe that the Intelligence Community will have adequate resources to process and analyze the information which will be made available by the new and improved technical collection facilities?

9. Do you feel that the CIA is becoming more involved with policy guidance? If so, what are your feelings on this issue?

**Page Denied**

**DDS&T CAREER DEVELOPMENT COURSE NO. 27**

**Class Profile**

<b>NUMBER IN CLASS:</b>			<b>16</b>
<b>AVERAGE GRADE:</b>			<b>13.2</b>
<b>Distribution:</b>	<b>GS-15</b>	<b>1</b>	
	<b>GS-14</b>	<b>3</b>	
	<b>GS-13</b>	<b>10</b>	
	<b>GS-12</b>	<b>2</b>	
<b>AVERAGE AGE:</b>			<b>39.5</b>
<b>AVERAGE YEARS CIA SERVICE:</b>			<b>11.6</b>
<b>CURRENT FUNCTIONAL ACTIVITY:</b>			
Imagery Collection, Processing, Analysis			<b>3</b>
SIGINT Collection, Processing, Analysis			<b>4</b>
HUMINT Collection			<b>1</b>
Technical Support			<b>6</b>
Research and Development			<b>1</b>
Intelligence Production			<b>1</b>
<b>EDUCATIONAL STRENGTHS:</b>			
Electrical Engineering			<b>3</b>
Language			<b>1</b>
Mathematics			<b>2</b>
Physics			<b>3</b>
Geography			<b>3</b>
Other			<b>4</b>
<b>ADVANCED DEGREES:</b>			<b>7</b>

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## **DDS&T CAREER DEVELOPMENT COURSE**

### **Objectives**

To provide a comprehensive review of the offices in the Directorate of Science and Technology, including their missions, functions, operating procedures, and relationships with each other and consumers;

To provide an overview of the rest of the Agency and the Intelligence Community in order to gain a better understanding of the intelligence process, and to provide an awareness of the interrelated roles of collectors, producers and support elements and the coordination of their activities;

To provide an understanding of the consumers of intelligence information, including their needs and the ways in which they utilize intelligence products;

To provide an awareness of the role that the Intelligence Community plays in policymaking activities and an awareness of the mechanisms guiding and overseeing the Community;

To provide an awareness of some of the major issues in the Intelligence Community and the impact that those issues have on various segments of the Community;

To provide an introduction to the technology being applied to intelligence collection and processing, and the research and development producing that technology;

To enable participants to enrich their professional scope and potential through observation and discussion of management principles and techniques applied in the Agency.

**FOR OFFICIAL USE ONLY**

## DDS&amp;T CAREER DEVELOPMENT COURSE

## Program Summary

To achieve the objectives established for the Career Development Course, briefings are provided by the following:

- DDS&T office directors and other senior managers from the offices in the Directorate for Science and Technology;
- Managers and analysts from each of the other Agency directorates;
- Other senior Agency officials;
- Representatives from the other member components of the Intelligence Community;
- The heads of Intelligence Community Staff components and DCI committees;
- Representatives from the Congressional oversight committees, the National Security Council, the Office of Management and Budget and other elements concerned with guidance and control of the Intelligence Community;
- Representatives of selected Department of Defense components;
- Representatives from selected non-Intelligence Community elements, such as the Drug Enforcement Administration and NASA and from private industry.

In addition, the course includes visits to selected facilities involved in the national intelligence effort.



## ROUTING AND RECORD SHEET

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DDS&T  
6E60 Hqs.

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DDS&amp;T - 894-84

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TO: (Officer designation, room number, and building)

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CONFIDENTIAL

DDS&T-894-84

6 DEC 1984

MEMORANDUM FOR: Director of Central Intelligence

FROM: R. E. Hineman  
Deputy Director for Science and Technology

SUBJECT: Invitation to Brief the DS&T Career  
Development Course

1. I would like to invite you to meet with the graduating members of the 27th DS&T Career Development Course, which concludes on 20 December 1984. During this three-month course the 16 class members meet with all the key managers of this Agency, as well as many others in the Intelligence Community. A meeting with you would be the high point of the course and would provide an appropriate conclusion to their study of the programs and personnel in the intelligence business.

2. The class would like to meet with you on the morning of Wednesday, 19 December. Of course, another time could be arranged to accommodate your schedule.

3. If you would like to accept this invitation, please have your secretary contact Course Director [ ] to make the arrangements. [ ] will also provide you with additional information on the class members and course content and a list of suggested topics for you to address. [ ]

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4. Please have your staff contact [ ] if you have any questions. [ ]

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[ ]  
R. E. Hineman

ACCEPT ☒ WILL MEET ON 19 December TIME Flexible

UNABLE TO MEET WITH THIS CLASS \_\_\_\_\_

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R. E. Hineman

Distribution:

Original - addressee

1 - DDCI

1 - ExDir

1 - ER

1 - DDS&T

1 - DDS&T/CDC

1 - DDS&T/Registry

D/DDS&T/CDC [redacted]

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